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REPORT ON THE  
SALARIES OF CERTAIN  
CLASSES OF  
PROFESSIONAL EMPLOYEES  
IN ONTARIO


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JULY 1, 1967

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**DEPARTMENT OF CIVIL SERVICE**  
**PROVINCE OF ONTARIO**

**TORONTO**  
**AUGUST, 1967**



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## FOREWORD

The Pay Research Branch, Department of Civil Service, conducted a salary survey between May 29th and July 20th, 1967 of certain classes of professional employees in Ontario. Ninety-two industrial firms, civic governments, and institutions contributed data as at July 1, 1967 on 4,921 employees, which have been used to prepare this report.

Pay Research Officers of the provincial activity accompanied officers of the Pay Research Bureau, Public Service Staff Relations Board, Ottawa, in making the survey visits, and the co-operation of the Bureau is gratefully acknowledged in making contacts and arrangements for the interviews. Equally the continued co-operation of company officials is most gratifying in supplying information which provides the framework for salary determination within the Ontario Provincial Government.

Information provided by individual participating organizations is held in strictest confidence. It is requested that circulation of this report be limited to management personnel.

(Mrs.) E. J. Etchen,  
Director,  
Pay & Classification Standards Branch.

W. F. Jobson,  
Chief Pay Research Officer.

Department of Civil Service,  
Toronto.  
August, 1967.



## COMMENTS

A survey of certain professional classes of employees was conducted by the Department of Civil Service during July and August, 1965. Seventy-seven organizations were visited and information obtained on the following:

Engineers	-	3718 employees
Chemists	-	256 employees
Economists/Statisticians	-	128 employees
Chartered Accountants	-	128 employees

A trend survey of the salaries of engineers was conducted during the summer of 1966, information being obtained from 51 organizations on 3,774 employees.

Reports on the above two surveys were distributed to respondents.

This current survey was conducted in co-operation with the Pay Research Bureau, Ottawa, and limited to those organizations where joint visits were practicable in relation to individual requirements, personnel, and time available. Every effort was made to visit the same organizations which comprised the sample for the 1965 and 1966 surveys, but this was not always possible for two reasons:

- (a) some joint visits could not be made by our cut-off date of July 28th.
- (b) some organizations which had been visited were not able, by July 28th, to forward to Ottawa (for our collection) the salary and other information which had been arranged during the interview.

Comparison of the total previous and current observations for each class of employee, and the number of respondents, indicates the extent that a comparable response was possible under existing conditions. It is regretted that a certain few significant former respondents are not included in these samples, although others have been added to make this survey comparable in most respects for classes previously investigated. As an example, ten organizations with 630 salary observations on engineers in 1966 were not contributors in this survey, but fourteen organizations this year were new to the sample and contributed 676 observations on engineers. The samples of organizations for each class have been listed in Appendices B - H.

The rates presented in this report relate to July 1, 1967. They include cost of living bonuses, where applicable, but do not include other types of bonuses, isolation pay, overtime earnings, shift differentials, allowances, or other fringe benefits.

Information on some levels of employees could not be obtained from certain organizations, nor do all organizations employ all surveyed levels of employees in each class. Also, in some organizations, information on degrees held and year obtained was not available at the time of visit.

Some specific comments on each class of employee are listed below:

### ENGINEERS

Summary job descriptions for seven levels are shown in Appendix A, (page 24), and contributors to the data are listed in Appendix B. Observations were obtained on 3,776 professional engineers from 55 organizations. Tables 1 - 7 refer.



In calculating the average intra-company differentials between the basic class and each of the remaining classes, the following steps have been taken:

- (a) for each company in the sample in which job "matches" were made for both the basic and related class, the mean salary of each of the relevant classes was determined.
- (b) the mean salary of the related class was then expressed as a percentage of the mean salary of the basic class, indicating the rate differential existing in the company between the two classes.
- (c) a weighted average of the company differentials was then obtained, each company differential being weighted by the company total of employees in the related class.

The average intra-company differential has been used to express the average of the percentage rate differences between the basic and related classes of engineers in individual companies. Because of inevitable variations in coverage for different grades within the engineer series, the standard rate measures produced for each grade can be misleading if used as an indication of the differentials between grades. The purpose of the average intra-company differential is to provide a measure of the rate relationships between any two grades in the organizations surveyed.

#### CHEMISTS

Summary job descriptions for four levels are shown in Appendix A, (page 25), and contributors to the data are listed in Appendix C. Observations were obtained on 149 chemists from 21 organizations. There is a significant reduction in the number of observations, primarily due to some of the 1965 respondents not being able to be included in this year's sample. Tables 8-11 refer.

#### RESEARCH SCIENTISTS

Summary job descriptions for four levels are shown in Appendix A, (page 26), and contributors to the data are listed in Appendix D. Observations were obtained on 185 research scientists from 14 organizations. This is the first time that the provincial Pay Research Branch has conducted a survey of this class of employee. The Pay Research Bureau, Ottawa, conducts an annual survey of research scientists, and their forthcoming report will amplify the material shown herein on a broader base and across Canada. The standards cover scientists who are engaged primarily in research in the biological and physical sciences. Level 2 is the grade for mature research scientists with normal achievement, or the grade for more able research scientists in their formative years. Tables 12-14 refer.

#### ECONOMISTS AND STATISTICIANS

Summary job descriptions for five levels are shown in Appendix A, (page 25 and 26), and contributors to the data are listed in Appendix E. Observations were obtained on 76 employees from 18 organizations. An attempt was made to match jobs at two higher levels for Economists, but the number of observations were too few to calculate meaningful salary measures. The findings for each class of employee have been amalgamated since there were few observations made on Statisticians, and frequently the duties of each tend to overlap. Tables 15-17 refer.



## CHARTERED ACCOUNTANTS

Brief descriptions of the three levels appear in Appendix A, (page 26), and the four contributors to the data are listed in Appendix F. Observations were obtained on 162 employees in Ontario.

Measures have been calculated on basic pay. None of the firms paid bonuses to C.A.'s at level A; three paid bonuses to some of those at level B (the mean for the last bonus year to 15 employees was \$1080); and three firms paid bonuses to most of their employees at level C (the mean for the last bonus year to 31 employees was \$1770).

Three of the four respondents were the same as those surveyed in 1965. Tables 18-20 refer.

## LIBRARIANS

Summary job descriptions for five levels are shown in Appendix A, (page 27), and contributors to the data are listed in Appendix G. Observations were obtained on 411 employees from 13 organizations.

These employees have not been surveyed before by the provincial Pay Research Branch.

Some foreign qualifications were accepted as the equivalent of a Canadian B.L.S. if so judged by the library official interviewed. Some salaries reflected a considerable period of technical library experience following B.A. graduation and before B.L.S. graduation. Some of the salaries at each level will have been influenced by an employee possessing an M.A. and/or M.L.S., and again the number of years intervening between degrees. Tables 21-23 refer.

## SOLICITORS

Summary job descriptions for seven levels are shown in Appendix A, (page 28), and contributors to the data are listed in Appendix H. Observations were obtained on 133 employees from 24 organizations.

These employees have not been surveyed before by the provincial Pay Research Branch.

Twenty-eight employees in the first three levels were paid a mean bonus of \$2117 during their last bonus year. Measures in this report, however, reflect only the reported base salary for all employees. Tables 24-26 refer.

## BACTERIOLOGISTS AND BIOLOGISTS

These two series were included amongst the benchmark classes during the survey, but a total of only eight employees were identified in four organizations and salary measures cannot be presented.

## HOME ECONOMISTS

This series was also surveyed, and resulted in only 21 observations in six organizations. There were 12 observations at the Home Economist 1 level (an entry and training level for university graduates with a degree in Home Economics, Household Economics, or Household Science), and the mean salary was \$6239. Tables have not been presented in this report.



TABLE 1

COVERAGE AND MEAN, MEDIAN AND QUARTILE  
RATES OF PAY, ENGINEERS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967.

Series & Class	COVERAGE		ANNUAL RATES OF PAY			
	Companies	Employees	Mean	Median	Q1	Q3
Engineer 1	39	532	7428	7332	7020	7800
Engineer 2	44	452	8396	8400	7800	8880
Engineer 3	46	1043	10041	10080	9360	10749
Engineer 4	49	936	11622	11688	10903	12311
Engineer 5	48	608	13118	13200	12300	13984
Engineer 6	39	162	15341	15000	14000	16500
Engineer 7	19	43	17199	16800	15600	18500

TABLE 2

COMPARISON OF MEAN RATES OF PAY<sup>(1)</sup>,  
ENGINEERS IN ONTARIO,  
PROFESSIONAL SURVEYS, 1959 - 1967

Series & Class	MEAN ANNUAL RATES OF PAY									% Increase 1959-1967
	1959	1960	1961	1962	1963	1964	1965	1966	1967	
Engineer 1	5286	5398	5466	(2) -	5625	5753	6164	6762	7428	40.5
Engineer 2	6383	6473	6514	-	6675	6786	7288	7900	8396	31.5
Engineer 3	7399	7599	7781	-	8145	8364	8925	9690	10041	35.7
Engineer 4	8469	8676	8867	-	9375	9682	10151	10901	11622	37.2
Engineer 5	9757	9872	10130	-	10800	11094	11566	12482	13118	34.4
Engineer 6	10818	11161	11247	-	12019	12886	13551	14439	15341	41.8
Engineer 7	11764	12781	13170	-	14217	14296	15549	15825	17199	46.2

(1) Source 1959-61 and 1963-64: Pay Research Bureau, Ottawa,  
 General and Trend Surveys, Ontario findings.

Source 1965, 1966 and 1967: Professional Survey, Pay Research  
 Branch, Toronto.

(2) Pay Research Bureau, Ottawa, did not present provincial rates in 1962.



TABLE 3

COMPARISON OF MEAN AND THIRD QUARTILE  
RATES OF PAY<sup>(1)</sup>, ENGINEERS IN ONTARIO,  
PROFESSIONAL SURVEYS, 1963 - 1967

Series & Class	MEAN					Q3				
	1963	1964	1965	1966	1967	1963	1964	1965	1966	1967
Engineer 1	5625	5753	6164	6762	7428	5876	6000	6480	7020	7800
Engineer 2	6675	6786	7288	7900	8396	7124	7200	7696	8372	8880
Engineer 3	8145	8364	8925	9690	10041	8684	8976	9564	10296	10749
Engineer 4	9375	9682	10151	10901	11622	9984	10320	10800	11520	12311
Engineer 5	10800	11094	11566	12482	13118	11442	11760	12216	13303	13984
Engineer 6	12019	12886	13551	14439	15341	13300	13900	14500	15240	16500
Engineer 7	14217	14296	15549	15825	17199	15126	15396	17004	16800	18500

(1) Source 1963 and 1964: Pay Research Bureau, Ottawa,  
General and Trend Survey, Ontario Findings.

Source 1965, 1966 and 1967: Professional Survey, Pay Research  
Branch, Toronto.

TABLE 4  
COMPARISON OF PERCENTAGE INCREASES (1),  
MEAN RATES OF PAY, ENGINEERS IN ONTARIO,  
PROFESSIONAL SURVEYS, OCTOBER 1, 1959-JULY 1, 1967

Series & Class	ANNUAL PERCENTAGE INCREASE								AVERAGE ANNUAL INCREASE
	1960	1961	1962	1963	1964	1965	1966	1967	
1959: \$5286 Engineer 1	2.1	1.3	1.5	1.4	2.3	7.1	9.7	9.9	4.4
1959: \$6383 Engineer 2	1.4	.6	1.2	1.3	1.7	7.4	8.4	6.3	3.5
1959: \$7399 Engineer 3	2.7	2.4	2.4	2.3	2.7	6.7	8.6	3.6	3.9
1959: \$8469 Engineer 4	2.4	2.2	2.8	2.9	3.3	4.8	7.4	6.6	4.1
1959: \$9757 Engineer 5	1.2	2.6	3.3	3.3	2.7	4.3	7.9	5.1	3.8
1959: \$10818 Engineer 6	3.2	.8	3.5	3.4	7.2	5.1	6.6	6.3	4.5
1959: \$11764 Engineer 7	8.6	3.0	3.9	4.0	0.6	8.8	1.8	8.7	4.9
ALL CLASSES COMBINED	3.1	1.8	2.7	2.7	2.9	6.3	7.2	6.6	4.2

(1) Source 1959-61 and 1963-64: Pay Research Bureau, Ottawa,  
General and Trend Surveys, Ontario Findings.

Source 1965, 1966 and 1967: Professional Survey,  
Pay Research Branch, Toronto.

(2) Pay Research Bureau, Ottawa, did not calculate provincial rates in 1962.  
The percentages of increases shown for each year are the nearest decimal  
averages of the increase 1963 over 1961.



TABLE 5

COMPARISON BETWEEN AVERAGE INTRA-COMPANY DIFFERENTIALS,  
ENGINEERS IN ONTARIO, PROFESSIONAL SURVEYS,  
JULY 1 EACH YEAR 1965, 1966 AND 1967

Series & Class	JULY 1, 1965		JULY 1, 1966		JULY 1, 1967	
	No. of (1) Companies	Aver. Diff. (Eng.3=100)	No. of (1) Companies	Aver. Diff. (Eng.3=100)	No. of (1) Companies	Aver. Diff. (Eng.3=100)
Engineer 1	40	70.2	41	71.3	34	74.5
Engineer 2	40	83.2	38	83.7	41	85.2
Engineer 3	-	100.0	-	100.0	-	100.0
Engineer 4	44	120.0	43	116.8	42	121.4
Engineer 5	42	131.2	43	130.7	44	134.9
Engineer 6	29	157.3	32	153.4	35	162.5
Engineer 7	23	186.4	19	167.1	18	184.0

(1) Number of companies in which both basic and related grades were matched.

TABLE 6

MEDIAN AND QUARTILE YEARS FROM BACHELOR  
GRADUATION BY CLASS, ENGINEERS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

Series & Class	No. of (1) Employees	YEARS FROM BACHELOR GRADUATION		
		Q1	Median	Q3
Engineer 1	524	0	1	2
Engineer 2	413	3	4	5
Engineer 3	985	8	13	18
Engineer 4	873	13	17	21
Engineer 5	590	15	18	23
Engineer 6	153	16	18	22
Engineer 7	40	17	19	24

(1) For whom information was available.



TABLE 7

COMPARISON OF MEAN RATES OF PAY BY YEAR OF BACHELOR GRADUATION,  
ENGINEERS IN ONTARIO,  
 PROFESSIONAL SURVEY, JULY 1, 1965, JULY 1, 1966 AND JULY 1, 1967  
AND PERCENTAGE OF INCREASE 1967 OVER 1966

YEAR OF GRADUATION	JULY 1, 1965		JULY 1, 1966		JULY 1, 1967		
	No. of Emp. (1)	Mean Rate of Pay	No. of Emp. (1)	Mean Rate of Pay	No. of Emp. (1)	Mean Rate of Pay	% Incr. 1967 over 1966
1967	-	-	-	-	200	7124	-
1966	-	-	194	6497	204	7519	15.7
1965	186	5877	207	6885	188	8050	16.9
1964	194	6273	152	7367	161	8315	12.9
1963	153	6743	127	7831	127	8643	10.4
1962	134	7030	109	8144	99	9100	11.7
1961	132	7427	126	8411	120	9396	11.7
1960	127	7707	110	8672	114	9852	13.6
1959	117	8201	102	9268	88	10174	9.8
1958	105	8693	110	9560	96	10264	7.4
1957	136	9058	126	9821	112	10697	8.9
1956	111	9205	109	10287	108	10836	5.3
1955	110	9314	100	10418	87	11151	7.0

(1) For whom information was available.

TABLE 8

COVERAGE AND MEAN, MEDIAN, AND QUARTILE  
RATES OF PAY, CHEMISTS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

SERIES & CLASS	COVERAGE		ANNUAL RATES OF PAY			
	Co's.	Empl.	Mean	Median	Q1	Q3
Chemist 1	9	29	6929	6900	6400	7320
Chemist 2	16	53	8433	8448	7339	9180
Chemist 3	15	47	10333	10488	9000	11808
Chemist 4	10	20	13978	14700	12200	16200

TABLE 9

COMPARISON OF MEAN AND THIRD QUARTILE  
RATES OF PAY<sup>(1)</sup>, CHEMISTS IN ONTARIO,  
PROFESSIONAL SURVEYS BIENNIALY 1959 - 1967,  
AND PERCENTAGE OF INCREASE

Series & Class	ANNUAL RATES OF PAY										% Increase 1959-67	
	1959		1961		1963		1965		1967		Mean	Q3
	Mean	Q3	Mean	Q3	Mean	Q3	Mean	Q3	Mean	Q3		
Chemist 1	5645	6120	5665	6120	5929	6345	6332	6600	6929	7320	22.8	19.6
Chemist 2	6894	7545	6990	7740	7466	8346	7841	8580	8433	9180	22.3	21.7
Chemist 3	7885	8655	8396	9420	8867	9900	9628	10500	10333	11808	31.1	36.4
Chemist 4	(2)		9636	10560	10307	11140	11217	12060	13978	16200	-	-

(1) Source 1959-63: Pay Research Bureau, Ottawa,  
General Field Surveys, Ontario findings.

Source 1965 and 1967: Professional Survey, Pay Research  
Branch, Toronto.

(2) Not surveyed in 1959.



TABLE 10

MEAN RATES OF PAY BY YEAR OF BACHELOR  
GRADUATION, CHEMISTS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

Year of Graduation	No. of Employees	Mean Rate of Pay
1967	9	6328
1966	11	6973
1965	6	7852
1964	8	7690
1963	4	-
1962	5	8765
1961	4	-
1960	4	-
1959	3	-
1958	3	-
1957	5	7642
1956	3	-
1955	1	-

TABLE 11

MEDIAN AND QUARTILE YEARS FROM BACHELOR  
GRADUATION BY CLASS, CHEMISTS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

Series & Class	No. of Employees	YEARS FROM BACHELOR GRADUATION		
		Q1	Median	Q3
Chemist 1	28	0	1	5
Chemist 2	49	4	10	22
Chemist 3	39	11	16	23
Chemist 4	11	14	24	30

TABLE 12  
 COVERAGE AND MEAN, MEDIAN, AND QUARTILE  
 RATES OF PAY, RESEARCH SCIENTISTS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967.

Series & Class	COVERAGE		ANNUAL RATES OF PAY			
	Orgns.	Empls.	Mean	Median	Q1	Q3
Research Scientist 1	12	57	9460	9500	7500	10980
Research Scientist 2	12	67	10798	10620	9700	11300
Research Scientist 3	10	46	12409	12240	11500	13044
Research Scientist 4	4	15	14868	14500	13600	15500



TABLE 13

MEDIAN AND QUARTILE YEARS FROM BACHELOR GRADUATION,  
RESEARCH SCIENTISTS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

Series & Class	No. of Employees	YEARS FROM BACHELOR GRADUATION		
		Q1	Median	Q3
Research Scientist 1	32	2	8	14
Research Scientist 2	31	8	11	17
Research Scientist 3	13	12	17	19
Research Scientist 4	3	-	-	-

TABLE 14

MEDIAN AND QUARTILE YEARS FROM OBTAINING DOCTORATE,  
RESEARCH SCIENTISTS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

Series & Class	No. of Employees	YEARS FROM OBTAINING DOCTORATE		
		Q1	Median	Q3
Research Scientist 1	11	2	5	6
Research Scientist 2	16	3	7	13
Research Scientist 3	22	6	8	13
Research Scientist 4	11	9	13	16

TABLE 15

COVERAGE AND MEAN, MEDIAN AND QUARTILE  
 RATES OF PAY, ECONOMISTS AND STATISTICIANS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

Series & Class	COVERAGE		ANNUAL RATES OF PAY			
	Com- panies	Empl- oyees	Mean	Median	Q1	Q3
Econ.-Stat. 1	6	7	6928	-	-	-
Econ.-Stat. 2	9	14	7868	8040	7512	8400
Econ.-Stat. 3	13	23	9573	9460	8700	10500
Econ.-Stat. 4	11	17	11798	11950	11000	12600
Econ.-Stat. 5	10	15	14411	14305	13100	15000

TABLE 16

COMPARISON OF MEAN AND THIRD QUARTILE  
 RATES OF PAY, ECONOMISTS AND STATISTICIANS IN ONTARIO,  
PROFESSIONAL SURVEYS BIENNIALY JULY 1, 1963 - 1967

Series & Class	1963 (1)		1965 (2)		1967 (2)	
	Mean	Q3	Mean	Q3	Mean	Q3
Econ.-Stat. 1	4995	5300	5637	5875	6928	-
Econ.-Stat. 2	6394	6928	7070	7560	7868	8400
Econ.-Stat. 3	8449	9450	8679	9360	9573	10500
Econ.-Stat. 4	10033	11137	9837	10500	11798	12600
Econ.-Stat. 5	12858	-	11885	12012	14411	15000

(1) Source: Pay Research Bureau, Ottawa, General Field Survey, Ontario Findings.

(2) Source: Pay Research Branch, Toronto, Professional Survey.



TABLE 17

MEDIAN AND QUARTILE YEARS FROM BACHELOR GRADUATION BY GRADE,  
ECONOMISTS AND STATISTICIANS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

Series & Class	No. of Employees	YEARS FROM BACHELOR GRADUATION		
		Q1	Median	Q3
Econ.-Stat. 1	6	-	2	-
Econ.-Stat. 2	11	3	4	7
Econ.-Stat. 3	17	6	10	21
Econ.-Stat. 4	8	-	12	-
Econ.-Stat. 5	9	-	17	-

TABLE 18

COVERAGE AND MEAN, MEDIAN AND QUARTILE  
RATES OF PAY, CHARTERED ACCOUNTANTS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

Level	No. of Com- panies	No. of Empl- oyees	ANNUAL RATES OF PAY			
			Mean	Median	Q1	Q3
A	4	94	8922	8800	8500	9600
B	4	32	10316	10000	9500	11000
C	4	36	11508	11000	10400	12000

TABLE 19

COMPARISON OF MEAN AND THIRD QUARTILE  
RATES OF PAY, CHARTERED ACCOUNTANTS IN ONTARIO,  
PROFESSIONAL SURVEYS BIENNIALY JULY 1, 1961 - 1967

Level	1961 (1)		1963 (1)		1965 (2)		1967 (2)	
	Mean	Q3	Mean	Q3	Mean	Q3	Mean	Q3
A	6111	6500	6564	6750	7438	7800	8922	9600
B	8705	9420	9266	10600	9516	10100	10316	11000
C(3)	-	-	-	-	10702	11500	11508	12000

(1) Source: Pay Research Bureau, Ottawa,  
Toronto findings.

(2) Source: Pay Research Branch, Toronto.

(3) Not surveyed in 1961 and 1963.



TABLE 20

MEAN RATES OF PAY BY YEAR OF OBTAINING C.A.,  
CHARTERED ACCOUNTANTS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967.

YEAR OF OBTAINING C.A.	NO. OF EMPLOYEES	MEAN RATE OF PAY
1967	9	7467
1966	44	8871
1965	20	9535
1964	13	9539
1963	18	9872
1962	11	10123
1961	12	10633
1960	4	-
1959	6	11433
1958	7	10529

TABLE 21

COVERAGE AND MEAN, MEDIAN, AND QUARTILE  
RATES OF PAY, LIBRARIANS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

Series & Class	COVERAGE		ANNUAL RATES OF PAY			
	Orgns.	Empls.	Mean	Median	Q1	Q3
Librarian 1	10	114	6704	6800	6366	7000
Librarian 2	12	101	7393	7500	7000	8000
Librarian 3	12	94	8155	8200	7643	8500
Librarian 4	10	72	9070	8850	8233	9800
Librarian 5	9	30	10702	10200	8686	11700

TABLE 22

MEAN RATES OF PAY BY YEAR  
OF BACHELOR (B.L.S.) GRADUATION,  
LIBRARIANS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

YEAR OF B.L.S. GRADUATION	NO. OF EMPLOYEES	MEAN RATE OF PAY
1967	53	6583
1966	47	6980
1965	28	7136
1964	36	7700
1963	38	7872
1962	23	7813
1961	16	8327
1960	10	7586
1959	10	8159
1958	7	8081
1957	6	8863
1956	3	-
1955	9	8884

TABLE 23

MEDIAN AND QUARTILE YEARS  
FROM BACHELOR (B.L.S.) GRADUATION,  
LIBRARIANS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

Series & Class	No. of Employees	YEARS FROM B.L.S. GRADUATION		
		Q1	Median	Q3
Librarian 1	112	0	1	2
Librarian 2	95	3	4	6
Librarian 3	89	4	8	19
Librarian 4	65	6	15	22
Librarian 5	28	10	19	21



TABLE 24

COVERAGE AND MEAN, MEDIAN, AND QUARTILE  
RATES OF PAY, SOLICITORS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

Series & Class	COVERAGE		ANNUAL RATES OF PAY			
	Com- panies	Empl- oyees	Mean	Median	Q1	Q3
Solicitor 1	7	21	7457	7500	7200	7500
Solicitor 2	9	23	9092	8750	8400	10000
Solicitor 3	15	40	11669	12000	10135	12658
Solicitor 4	6	13	12806	12996	10500	13737
Solicitor 5	14	21	15018	15000	14000	15576
Solicitor 6	3	6	16738	-	-	-
Solicitor 7	9	9	21230	-	-	-

TABLE 25

MEAN RATES OF PAY BY YEAR  
OF ADMISSION TO THE BAR,  
SOLICITORS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

YEAR OF BAR ADMISSION	NO. OF EMPLOYEES	MEAN RATE OF PAY
1967	13	7469
1966	12	7989
1965	11	8899
1964	14	9814
1963	13	11713
1962	2	-
1961	5	12320
1960	8	14542
1959	2	-
1958	4	-
1957	3	-
1956	6	14862
1955	4	-

TABLE 26

MEDIAN AND QUARTILE YEARS  
FROM ADMISSION TO THE BAR,  
SOLICITORS IN ONTARIO,  
PROFESSIONAL SURVEY, JULY 1, 1967

Series & Class	No. of Employees	YEARS FROM ADMISSION TO THE BAR		
		Q1	Median	Q3
Solicitor 1	21	-	-	1
Solicitor 2	21	1	2	3
Solicitor 3	37	3	6	9
Solicitor 4	12	4	12	32
Solicitor 5	18	7	13	17
Solicitor 6	5	-	-	-
Solicitor 7	8	-	20	-

## APPENDIX A

### SUMMARY JOB DESCRIPTIONS

#### Engineer 1:

An entrance grade. Receives on-the-job training in various phases of a field of engineering. Under supervision, performs routine engineering assignments.

#### Engineer 2:

A junior working level. Under general supervision, is responsible for projects or operations of limited scope and complexity, or acts as assistant to a more senior engineer.

#### Engineer 3:

A fully qualified level. Under direction, is responsible for projects or operations requiring familiarity with a broad field of engineering.

#### Engineer 4:

The first level of engineering supervision or specialization. Under direction, is responsible for a number of major projects or operations requiring familiarity with a broad field of engineering; OR, acts as a specialist in a particular phase of a field of engineering.

#### Engineer 5:

Under general direction as a project engineer, is responsible for a number of major projects or operations requiring familiarity with a broad field of engineering; OR, acts as a senior specialist in a particular field of engineering.

#### Engineer 6:

First level involving responsibility for programme planning; makes responsible decisions concerning policy, finances and work programmes. Is expected to tender advice as an authority in an engineering field of major importance to the organization.

#### Engineer 7:

Acts as senior adviser to Chief Engineer or Director. Is responsible for long-range planning and the co-ordination of programmes in more than one field of engineering.



Chemist 1:

An entrance grade. Works under supervision. In analytical work - conducts analyses involving at least three basic systems of chemical analysis.

OR

In analytical supervisory work - allocates and is responsible for the work of several non-professional assistants.

Chemist 2:

Works under general supervision. In analytical work - plans and is responsible for analyses requiring the application of at least six basic systems of chemical analysis, or for a specific area of specialized chemical analysis.

OR

In analytical supervisory work - allocates and is responsible for the work of junior analytical chemist(s) and/or several senior non-professional assistants.

Chemist 3:

Works under direction. In analytical supervisory work, is responsible for the operation of a chemical laboratory employing analytical chemist(s), or acts as second officer in a laboratory with a staff of several analytical chemists engaged in many kinds of chemical work.

Chemist 4:

Works under general direction. In analytical supervisory work is responsible, as senior analytical chemist, for the operation of a laboratory or establishment engaged in many kinds of chemical work with a staff of several analytical chemists.

Economist 1:

An entrance grade. Under supervision undertakes assignments within a field of economics for training and development.

Economist 2:

A working level grade; may be the entrance grade for highly qualified economists. Under supervision, is responsible for carrying out complete projects in a field of economics.

Economist 3:

A full working level grade. Under general supervision, is responsible for projects, some of which are complex, in a field of economics.

Economist 4:

A specialist grade and/or a grade which usually involves first level supervision. Under direction, is responsible for projects which are inter-related and concerned with more than one objective.

Economist 5:

A senior specialist grade and/or a grade which usually involves supervision of professional staff. Under general direction, is responsible for a field of economics involving co-ordination and integration of projects with other related fields.

Statistician 1:

An entrance grade. Under supervision undertakes assignments within a field of statistics.

Statistician 2:

A working level grade and may be an entrance grade for highly qualified statisticians. Under supervision, is responsible for complete projects in a field of statistics.

Statistician 3:

A full working level grade. Under general supervision is responsible for projects within a field of statistics, some of which are complex.

Statistician 4:

A specialist grade and/or grade which usually involves first level supervision. Under direction is responsible for projects which are inter-related and concerned with more than one major objective.

Statistician 5:

A senior specialist grade and/or grade which usually involves supervision of professional staff. Under general direction is responsible for a field of statistics involving co-ordination and integration of the projects with other related fields.

Chartered Accountants:

Level A - Those employees who have one to three years' experience since obtaining the C.A. qualification.

Level B - First level of supervision, or employed as a specialist.

Level C - The manager or supervisor of a large number of accountants employed in routine assignments, or the head of a complex assignment. Not a partner of a firm.

Research Scientist 1:

Assignments are normally made to a restricted project or field, and the work is usually supervised by a scientist of higher grade.

Research Scientist 2:

Assignments may be in a narrow or broad field, and may involve responsibility for independent research or for a significant contribution to decisions or interpretation in a group programme. The work is carried out under direction, but not detailed supervision.

Research Scientist 3:

Assignments may be in a broad field or to extensive or intensive work in a narrow one; they involve responsibility for independent research or for a leading part in decisions or interpretation in group programme. The work is usually carried out under general direction.

Research Scientist 4:

Assignments normally permit a wide latitude for independent scientific judgement subject only to policy and budgetary limitation.

Librarian 1:

An entrance and training level. Under supervision performs routine assignments in cataloguing, classifying, assigning subject headings to library material, searching for information and compiling bibliographies and indexes.

Librarian 2:

Under general supervision performs library assignments where the work patterns are not clearly established, general instructions only on methods and techniques are given and the exercise of judgement is required OR, as an Officer-in-Charge, in addition to the duties described for Librarian 1, is responsible for administrative work required in the operation of a small library, possibly for some of the duties of Librarian (general) 2 in a larger library, or for the direction of a Librarian 1.

Librarian 3:

Under direction is (1) responsible for the technically independent performance of duties in a functional area of a library, or (2) the supervision of the work of subordinate staff within sections of a library system where activities are principally those of a Librarian 2, or (3) for the direction of a complete library where the activities are principally those of a Librarian 2 and where the work related to the direction is a minor factor in terms of time involved.

Librarian 4:

Under direction (1) to plan or develop centralized services or special programmes involving expert knowledge in one or more functional areas in a major library system or (2) to be responsible for the work of a section where the activities are those associated with a Librarian 2 (General) and Librarian 3 (Specialist) and where supervision of staff is a significant factor in terms of time or (3) to be responsible for a complete library where the activities are those associated with Librarian 2 (General) and Librarian 3 (Specialist) and where the work direction is a significant factor in terms of the time it takes.

Librarian 5:

(1) Under the policy and programme guidance of a Head Librarian carries responsibility for day-to-day administration of a library system or acts as a technical adviser to other libraries on organization administration and methods or (2) carries responsibility for a complete library system where the activities supervised are those associated with Librarian 3. Direction of staff and activities is a major factor in terms of time spent.



Solicitor 1:

An entrance grade. Under supervision reviews cases where legislation and regulations are well established, and renders interpretations, based mainly on established precedents and rulings.

Solicitor 2:

A junior working level. Under general supervision reviews a variety of cases and advises on interpretation of relatively simple legislation and regulations.

Solicitor 3:

Under direction is responsible for a section of legal work in a legal division. (Sections may be established on the basis of function, statutes, geographical or alphabetical subdivision or other similar manner).

Solicitor 4:

Under direction is responsible for the work of a legal division.

Solicitor 5:

Responsible either for the work of a legal division or for a section of legal work which is characterized by the application of a wide variety of legislation and/or the existence of very few established precedents, and/or the possibility of serious and wide implications and/or the involvement of large sums of money.

Solicitor 6:

Responsible for counsel work and for the work of a legal division.

Solicitor 7:

Responsible for senior counsel work and for the work of a legal division.

APPENDIX B

CONTRIBUTORS TO THE DATA FOR ENGINEERS

Abitibi Paper Co.	Toronto
H.G. Acres & Co.	Niagara Falls
Algoma Steel Corporation Ltd.	Sault Ste. Marie
B. A. Oil Co.	Toronto
Canada Packers Ltd.	Toronto
Canadian Broadcasting Corporation	Ottawa
Canadian Car	Fort William
Canadian General Electric Co.	Toronto
Canadian Kodak Co.	Toronto
Canadian Pacific Railway Co.	Toronto
Canadian Pittsburgh Industries Ltd.	Toronto
Canadian Standards Association Testing Laboratories	Rexdale
Canadian Westinghouse Co. Ltd.	Hamilton
Coca-Cola Ltd.	Leaside
Computing Devices of Canada Ltd.	Ottawa
Continental Can Co. of Canada Ltd.	Toronto
Courtaulds (Canada) Ltd.	Cornwall
DeHavilland Aircraft of Canada Ltd.	Downsview
Dominion Foundries and Steel Co.	Hamilton
Domtar Pulp and Paper Ltd.	Cornwall
Dow Chemical of Canada Ltd.	Sarnia
Falconbridge Nickel Mines Ltd.	Falconbridge
Ford Motor Co. of Canada Ltd.	Oakville
Foster-Wheeler Ltd.	St. Catharines
Foundation Co. of Canada	Toronto
Foundation of Canada Engineering Corpn.	Toronto
General Foods Ltd.	Toronto
Geocon Ltd.	Rexdale
B.F. Goodrich Canada Ltd.	Kitchener
City of Hamilton	Hamilton
H. J. Heinz Co.	Leamington
Hollinger Consolidated Gold Mines	Timmins
C. D. Howe Co.	Port Arthur
Hydro-Electric Power Commission of Ontario	Toronto
John Inglis Co. Ltd.	Toronto
International Harvester Co. of Canada Ltd.	Hamilton
Kimberley-Clark of Canada Ltd.	Toronto
John Labatt Ltd.	London
City of London	London
Massey-Ferguson Industries Ltd.	Toronto
A.G. McKee & Co.	Toronto
McNamara Construction of Ontario Ltd.	Toronto
McNamara Engineering Co.	Toronto
Borough of North York	Willowdale
Norton Co.	Chippawa
Orenda Ltd.	Malton
City of Ottawa	Ottawa

(continued  
overleaf)

Appendix B - continued

Philips Electronics Industries	Toronto
Stone & Webster	Toronto
City of Toronto	Toronto
Municipality of Metropolitan Toronto	Toronto
Toronto Transit Commission	Toronto
Trane Co. of Canada	Toronto
Trans-Canada Pipelines Ltd.	Toronto
Union Carbide (Canada) Ltd.	Toronto



APPENDIX C

CONTRIBUTORS TO THE DATA FOR CHEMISTS

Abitibi Paper Co.	Toronto
B. A. Oil Co.	Toronto
Burroughs Business Machines	Toronto
Canada Packers Ltd.	Toronto
Canada Pittsburgh Industries Ltd.	Toronto
Canadian Westinghouse Co. Ltd.	Hamilton
Coca-Cola Ltd.	Leaside
Connaught Medical Research Laboratories	Toronto
Continental Can of Canada Ltd.	Toronto
Courtaulds (Canada) Ltd.	Cornwall
DeHavilland Aircraft of Canada Ltd.	Downsview
Dominion Foundries & Steel Co.	Hamilton
Dow Chemical of Canada Ltd.	Sarnia
General Foods Ltd.	Toronto
H. J. Heinz Co.	Leamington
Hydro-Electric Power Commission of Ontario	Toronto
John Inglis Co. Ltd.	Toronto
John Labatt Ltd.	London
Norton Co.	Chippawa
Municipality of Metropolitan Toronto	Toronto
Union Carbide (Canada) Ltd.	Toronto

APPENDIX D

CONTRIBUTORS TO THE DATA FOR RESEARCH SCIENTISTS

Abitibi Paper Co.	Toronto
B. A. Oil Co.	Toronto
Canada Packers Ltd.	Toronto
DeHavilland Aircraft of Canada Ltd.	Downsview
Dominion Foundries & Steel Co.	Hamilton
Dow Chemical of Canada Ltd.	Sarnia
Dunlop Canada Ltd.	Toronto
General Foods Ltd.	Toronto
John Labatt Ltd.	London
Norton Co.	Chippawa
Ontario Cancer Treatment & Research Fdn.	Toronto
Ontario Paper Co. Ltd.	Thorold
Ontario Research Foundation	Sheridan Park
Procter Gamble & Co. Ltd.	Hamilton

APPENDIX E

CONTRIBUTORS TO THE DATA FOR ECONOMISTS AND STATISTICIANS

H. G. Acres & Co.	Niagara Falls
Algoma Steel Corporation Ltd.	Sault Ste. Marie
A. E. Ames & Co.	Toronto
Bank of Nova Scotia	Toronto
B. A. Oil Co. Ltd.	Toronto
Canadian Broadcasting Corporation	Ottawa
Canadian Imperial Bank of Commerce	Toronto
Dominion Foundries & Steel Co.	Hamilton
T. Eaton Co. Ltd.	Toronto
Ford Motor Co. of Canada Ltd.	Oakville
John Labatt Ltd.	London
Lever Brothers Ltd.	Toronto
Maclean Hunter Publishing Co. Ltd.	Toronto
Ontario Research Foundation	Sheridan Park
Philips Electronics Industries	Toronto
Toronto Dominion Bank	Toronto
Trans-Canada Pipelines Ltd.	Toronto
Wood Gundy Securities Ltd.	Toronto



APPENDIX F

CONTRIBUTORS TO THE DATA FOR CHARTERED ACCOUNTANTS

Peat, Marwick & Mitchell	Toronto
Riddell, Stead, Graham & Hutchison	Toronto
Thorne, Gunn, Helliwell & Christensen	Toronto
Touche, Ross, Bailey & Smart	Toronto

APPENDIX G

CONTRIBUTORS TO THE DATA FOR LIBRARIANS

Bank of Nova Scotia	Toronto
Canadian Broadcasting Corporation	Ottawa
Carleton University Library	Ottawa
Hamilton Public Library	Hamilton
Hydro-Electric Power Commission of Ontario	Toronto
London Public Library & Art Museum	London
Queen's University Library	Kingston
Scarborough Public Library	Scarborough
Toronto Public Libraries	Toronto
University of Toronto Library	Toronto
University of Western Ontario Library	London
Windsor Public Library	Windsor
Borough of York Public Library	Toronto

APPENDIX H

CONTRIBUTORS TO THE DATA FOR SOLICITORS

Algoma Steel Corporation Ltd.	Sault Ste. Marie
Blake, Cassels & Graydon	Toronto
Canadian Broadcasting Corporation	Ottawa
Canadian General Electric Co. Ltd.	Toronto
Canadian Westinghouse Co. Ltd.	Hamilton
Coca-Cola Ltd.	Leaside
DeHavilland Aircraft of Canada Ltd.	Downsview
Dow Chemical of Canada Ltd.	Sarnia
T. Eaton Co. Ltd.	Toronto
Foundation Co. of Canada	Toronto
City of Hamilton	Hamilton
Jeffery & Jeffery (including Jeffery, Brown, Beattie & Gunn)	London
John Labatt Ltd.	London
Lever Brothers Ltd.	Toronto
City of London	London
McCarthy & McCarthy	Toronto
North American Life Assurance Co.	Toronto
Borough of North York	Willowdale
Osler, Hoskin & Harcourt	Toronto
City of Ottawa	Ottawa
Toronto Dominion Bank	Toronto
Municipality of Metropolitan Toronto	Toronto
Toronto Transit Commission	Toronto
Trans-Canada Pipelines Ltd.	Toronto



## APPENDIX I

### DEFINITION OF THE MEASURES USED IN THIS REPORT

The basic measures used to summarize the information regarding rates of pay are defined below:

- (a) Mean Rate Sometimes referred to as the weighted average, the arithmetic mean is a calculated average, obtained by multiplying each rate by the number of employees at the rate and dividing the sum of the products by the total number of employees. The mean rate is not shown where there are fewer than five observations.
- (b) First Quartile Rate (Q1) In a distribution of rates arranged in descending order, the first quartile is the rate above which 75 per cent and below which 25 per cent of the total observations fall. More precisely, it is the rate opposite the point in the distribution represented by  $3 \frac{(n + 1)}{4}$ , where  $n$  is the total number of observations. The first quartile rate is not shown where there are fewer than ten observations.
- (c) Median Rate In a distribution of rates arranged in descending order, the median is the rate above and below which fifty per cent of the total observations fall. More precisely, it is the rate opposite the point in the distribution represented by  $\frac{n + 1}{2}$ . The median rate is not shown where there are fewer than ten observations.
- (d) Third Quartile Rate (Q3) In a distribution of rates arranged in descending order, the third quartile is the rate above which 25 per cent and below which 75 per cent of the total observations fall. More precisely, it is the rate opposite the point in the distribution represented by  $\frac{n + 1}{4}$ . The third quartile rate is not shown where there are fewer than ten observations.

Rates of pay are not shown where less than three organizations are represented.













